

City of Gunnison—Recruitment Services Comparison

Topic	Strategic Government Resources	Prothman
Profile Development	Similar profile development	Similar profile development
Advertisement	Similar advertisement plan	Similar advertisement plan
Screening	Similar application review <i>10-12 semifinalists</i> Similar interviews Similar internet media search <i>Written questionnaire</i>	Similar application review <i>8-15 semifinalists</i> Similar interviews Similar internet media search
Semifinalist Selection	Similar briefing to get 4-6 finalists	Similar briefing to get 4-6 finalists
Finalist Evaluation	<i>Additional media search includes video interviews, blog posts, etc.</i>	
Background Check	Similar background check <i>(SGR includes credit report)</i>	Similar background check
Reference Checks	<i>Up to 20 reference checks per candidate</i>	<i>4-5 reference checks per candidate</i>
Assessment	<i>Two tests measuring management style, motivation, cooperation, interaction and perception.</i>	
Public Input	<i>Exercise to evaluate skills, based on electeds', direct reports' and community input prior to interviews</i>	<i>Public reception with participant feedback</i>
Interviews	Similar interview as complex as desired	Similar interview as complex as desired
Warranty	<i>2 years</i>	<i>1 year</i>
Timeline	Similar overall at 15 weeks <i>3 weeks for advertisement</i> <i>4 weeks for screening/assessments</i>	Similar overall at 15 weeks <i>5 weeks for advertisement</i> <i>2 weeks for screening</i>

See other side for cost comparison

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Cost		
Professional Services Fee	18,500	21,500
Expenses—not to Exceed	6,500	
Est. Direct Expenses		6,500
3% B&O Markup		840
TOTAL EST. COST	\$25,000	\$28,840
<u>Direct Expenses</u>		
Brochure	\$1,500	\$1000-\$1400
Ad Placements	Actual—no markup	\$1000-\$1500
Briefing Books	23 cents per page	\$350 - \$750
Screening Interviews	\$200 each up to 8	
Psychometric Assessment	\$300 each	
Media Searches	\$350 each	
Background Searches	\$300 each	\$175 each
Consultant Travel	\$50 per diem, IRS mileage (approx. \$838)	900 - \$1,400 per trip
<u>Other Costs</u>		
Candidate Travel	Paid by City	Paid by City
Public Forum Refreshment	Paid by City	Paid by City
<u>Optional Add'l Costs</u>		
Recruitment Video	\$5,000	
Post-hire Team Building	\$4,000	
Site visits to finalists	\$1,000 per day plus travel	